



OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE

L E A D I N G I N T E L L I G E N C E I N T E G R A T I O N

General Position Information

Job Title: 18918 - Senior Analyst, Multiple Positions, NCTC/DI - GS-15

Salary Range: \$114,590 - \$164,200 (not applicable for Detailees)

Vacancy Open Period: 10/22/2018 – 11/6/2018

Position Type: Cadre, Detailee

Who May Apply: Internal ODNI Candidates, Detailees

Division: NCTC/DI

Duty Location: McLean, VA

Security Clearance: TS/SCI with CI Polygraph

Travel Required: 0-25% Travel

Relocation Expenses: For new ODNI employees, reimbursement for relocation is discretionary based on availability of funds.

Job Interview Travel: Candidates from outside the Washington, D.C., area may be selected for a telephone, teleconference, or in-person interview. If selected for an in-person interview, any travel or lodging will be at the applicant's personal expense.

Position Information

This is an opportunity for:

- An internal candidate to fill a GS-15 cadre position.
- A Federal Government employee to serve on a two-year reimbursable detail assignment in the ODNI. The detail assignment may be extended an additional year if all parties agree.

Who May Apply

Current GS employees at the same grade or one grade lower than the advertised position grade may apply.

Former members of the Peace Corps may be considered for ODNI employment only if five full years have elapsed since separation from the Peace Corps.

- For a cadre assignment:
 - Current ODNI permanent cadre.
- For a detailee assignment:
 - Current Federal Government employees. (Current GS employees at the same grade or one grade lower than the advertised position grade may apply.)



Salary Determination

- The ODNI uses a rank-in-person system in which rank is attached to the individual. A selected ODNI candidate or other Federal Government candidate will be assigned to the position at the employee's current GS grade and salary.
- A current Federal Government employee, selected for a detail, will be assigned to the position at his or her current grade and salary.

Component Mission

The National Counterterrorism Center (NCTC) leads our nation's effort to combat terrorism at home and abroad by analyzing the threat, sharing that information with our partners, and integrating all instruments of national power to ensure unity of effort. The Center serves as the primary organization in the United States Government (USG) for analyzing and integrating all intelligence possessed or acquired by the USG pertaining to terrorism and counterterrorism, and its Director serves as the Counterterrorism Mission Manager. NCTC also serves as the central and shared knowledge bank on known and suspected terrorists and international terrorist groups, as well as their goals, strategies, capabilities, and networks of contacts and support. In addition, NCTC conducts strategic operational planning for counterterrorism activities, coordinating and integrating the efforts of departments and agencies across the Federal Government.

Major Duties and Responsibilities (MDRs)

- The National Counterterrorism Center's Directorate of Intelligence (NCTC/DI) is seeking two exceptional, experienced GS-15 Senior Analytic Service (SAS) analysts or GS-14 SAS aspirants with strong tradecraft, digital acumen, leadership and interpersonal skills to help oversee and drive targeting and data analysis across the Directorate, enabling the Center to better meet its missions of serving as the primary organization in the US Government for analyzing and integrating all sources of intelligence pertaining to terrorism and counterterrorism and fusing foreign and domestic intelligence on external and internal threats to the Homeland. As group-level assets in the DI's Pursuit Group and Data Analysis, the selected officers will help DI managers formulate and implement an operationally and policy-relevant analytic program and advance analytic tradecraft and expertise on CT issues.
- The selectees will work with senior leadership in other DI groups as part of a virtual team to identify and assess trends, understand interdisciplinary linkages, preserve analytic objectivity, and apply sophisticated analytic tools and techniques to complex, big data-related projects related to terrorism and counterterrorism. The officers will ensure that the Directorate's analytic lines are progressing and staying fresh by encouraging DI analysts to think creatively and challenge their own analytic lines, promoting diversity of analytic opinions, and helping them identify creative ways to tackle production in an increasingly limited collection environment. NCTC/DI is committed to developing its officers and will provide the selected officers with executive development and training opportunities, encourage research projects, and support the selectees' corporate contributions to NCTC, ODNI and their home agencies. The officers will also have opportunities to travel, take appropriate language training, and attend relevant conferences.
- Sharing expertise with others and mentoring more junior analysts in the Directorate. Senior Analysts will be among the DI's leading teachers of our trade and organizational culture, setting a positive tone and playing a leading role in building workforce morale and fostering cooperation, collaboration, and continuous learning.



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- Leading the production of a broad range of finished intelligence products in support of US operational, foreign policy, and national security interests. Senior Analysts will produce sophisticated, cross-cutting, finished intelligence and briefings on terrorism-related issues that model the highest standards of DI tradecraft and policy or operational relevance.
- Cultivating and maintaining productive working relationships with colleagues, experts, IC members, policy committees, and law enforcement agencies as appropriate and using these relationships to share information of interest.

Mandatory and Educational Requirements

- Experience as highly successful all-source, targeting, data science, or analytic methodology analysts, and the ability to identify trends and topics; conceptualize projects; work effectively on cross-cutting issues; and produce sophisticated, insightful finished intelligence.
- Outstanding mentoring skills.
- Established and recognized substantive expertise on terrorism issues or relevant regional or functional issues.
- Recognized expertise in analytic tradecraft and high degree of comfort in working in a collaborative setting.
- Excellent interpersonal, organizational, and leadership skills and ability to conceptualize and effectively lead complex analytic projects with limited supervision. Ability to work with and fairly represent the IC when analytic views differ among agencies.
- Demonstrated experience and expertise in effectively working with policymakers, law enforcement organizations, warfighters, or state and local officials and a deep understanding of their intelligence/analytic requirements and priorities.
- Outstanding critical thinking skills demonstrated in a portfolio of published analysis that show applicant's ability to think strategically and creatively.
- Demonstrated ability to work effectively across organizational lines—often under tight deadlines—to synthesize and produce sophisticated intelligence.
- Demonstrated ability to execute senior-level guidance in a fast paced environment and superior ability to translate strategic goals into specific objectives with appropriate metrics and methods to track progress towards meeting those goals.
- Demonstrated ability to communicate effectively with people at all levels, both internal and external to the organization, to give oral presentations and to otherwise represent the NCTC, as needed, in interagency meetings.

Desired Requirements

None.



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Key Requirements and How to Apply

Internal ODNI Candidates:

A complete application package must include:

- a. **RESUME:** Applicants are encouraged to carefully review the vacancy announcement, particularly the MDRs, and construct their resume to highlight their most significant experience and qualifications relevant to this job opportunity.
- b. **PERFORMANCE EVALUATIONS:** Applicants are required to provide their two most recent performance evaluations. A justification is required if the applicant is unable to provide the two most recent evaluations.
- c. **VACANCY NUMBER:** Reference the vacancy number in the subject line of the email and on each document submitted.

WHERE TO SUBMIT: Applications should be sent to either DNI-MSD-HR-RR-Team_C_WMA@dni.ic.gov (classified email system) or Recruitment_TeamC@dni.gov (unclassified email system). Applicants submitting via JWICS are requested to submit their materials to both saksdav@dni.ic.gov (*David S.*) and faulkti@dni.ic.gov (*Tiffany F.*) in lieu of the group address above. All attachments should be in Microsoft Word or Adobe PDF format.

Applications submitted through the classified email system should NOT contain classified information above the TS//SI//TK//NOFORN level.

Current Federal Employees Applying for a Detail Assignment:

Applicants from federal agencies within the Intelligence Community (IC) may be considered for this position as a reimbursable detailee, if endorsed by the employing agency. Applicants must have current TS/SCI clearances with polygraph or have the ability to obtain one. The ODNI does not conduct polygraphs or provide security clearances for detailees. ***Applicants from within the IC must submit an application through the classified [IC Joint Duty Program website](#).***

Applicants from federal agencies outside the IC must provide:

- a. **WRITTEN ENDORSEMENT** from the employing agency concurring with the detail.
- b. **RESUME:** Applicants are encouraged to carefully review the vacancy announcement, particularly the MDRs, and construct their resume to highlight their most significant experience and qualifications relevant to this job opportunity.
- c. **PERFORMANCE EVALUATIONS:** Applicants are required to provide their two most recent performance evaluations. A justification is required if the applicant is unable to provide the two most recent evaluations.
- d. **VACANCY NUMBER:** Reference the vacancy number in the subject line of the email and on each document submitted.
- e. **CURRENT SF-50:** Federal Government employees must provide an SF-50, "Notification of Personnel Action" to verify current federal status, position, title, grade, and organization of record.



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All Applicants:

APPLICATION PACKAGES MUST CONTAIN ALL ITEMS LISTED ABOVE. AN INCOMPLETE APPLICATION PACKAGE WILL BE INELIGIBLE FOR CONSIDERATION.

Your application MUST be received by midnight on the closing date of this announcement. Applications received after the closing date will NOT be eligible for consideration.

To verify receipt of your application package ONLY, you may call 703-275-3955.

What To Expect Next

The most highly qualified candidates will be referred to the hiring manager for further consideration and possible interview. We expect to make a selection within 30 days of the closing date of this announcement. Due to the large number of applications received, applicants will be contacted ONLY if they have been selected for an interview.

Agency Contact Information

ODNI Recruitment; Phone: 703-275-3955; Email: Recruitment_TeamC@dni.gov

Other Information

The ODNI is an equal opportunity employer and abides by applicable employment laws and regulations.

REASONABLE ACCOMMODATIONS FOR PERSONS WITH DISABILITIES: The ODNI provides reasonable accommodations to otherwise qualified applicants with disabilities. IF YOU NEED A REASONABLE ACCOMMODATION for any part of the application and hiring process, please notify the Intelligence Community Equal Employment Opportunity and Diversity Office Representative by classified email at DNI_COO_TM_EEOD_RA_WMA@cia.ic.gov, by unclassified email at DNI-EEOD_WMA@cia.ic.gov, by telephone at 301-243-0704 or by FAX at 301-243-1200. Your request for reasonable accommodation will be addressed on a case-by-case basis. **PLEASE DO NOT SUBMIT YOUR APPLICATION TO THE EEOD EMAIL ADDRESS. THIS EMAIL IS FOR REASONABLE ACCOMMODATION REQUESTS ONLY. PLEASE SUBMIT YOUR APPLICATION VIA THE EMAIL ADDRESS PROVIDED IN THE 'HOW TO APPLY' SECTION ABOVE.**